



Human Resources Department
City of Frisco, Texas

Memorandum

To: Honorable Mayor Maso and Members of the Frisco City Council

Cc: George A. Purefoy, City Manager

From: Lauren Safranek, Director of Human Resources

Date: 12/07/2009

Agenda Caption: City Council consider and approve First Amendment to City Manager Employment Agreement.

Action Requested: City Council consider and approve First Amendment to City Manager Employment Agreement.

Background Information: During a recent review of the City Manager's contract, it was determined that revisions were necessary to update the contract. The attached Amendment provides the language for those updates. The amendments and explanations are as follows:

#2 Amendment to Agreement, Section 3 (Termination and Severance Pay). This clarifies that should the City Manager choose to appeal their termination, the process is outlined in the City Charter as opposed to the process outline in the City's personnel policies.

3 Amendment to Agreement, Section 4 (Salary). This amendment provides for flexibility to pay additional income based on performance as a lump sum or added to the City Manager's annual base salary. The current contract states that the additional income paid based on performance will be paid as a lump sum.

#4 Amendment to Agreement, Section 6 (Automobile). This amendment changes the automobile allowance in the contract from \$8,000 annually to \$10,000 annually to reflect the actual amount paid.

#5 Amendment to Agreement, Section 10 (Deferred Compensation). This amendment continues the deferred compensation benefit that ended in January 2007 in the current contract. This extends the deferred

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compensation benefit until January 2012 and provides for investment at the City Manager's discretion.

#6 Amendment to Agreement, Section 11 (Health Insurance and Annual Medical Examination). This amendment states that the City Manager's premiums for benefits will be equal to that which is provided all other Frisco employees.

7 – 16 - legal amendments recommended to the contract by the Attorneys.

Board/ Citizen Input: Not applicable

Alternatives: None

Financial Considerations: Deferred compensation cost will be covered by General Fund.

Legal Review: Amendment language provided by Attorneys.

Supporting Documents: First Amendment to Employment Agreement

Staff Recommendation: Approve amendments to City Manager's contract.

If there are any questions or comments, please feel free to contact me at ext. 5210.